FIX EXCLUSIVES | DIVERSITY

UNCC official ‘no longer employed’ after being caught on video saying she covertly pushes DEI

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By **Henry Aleksandrov -- For The College Fix**

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Janique Sanders
Asst. Dir. of Leadership & Community Engagement
University of North Carolina at Charlotte
I'm pretty good at learning how to be PC.

Official one of two UNC system employees recently fired after undercover videos caught them saying they advance DEI despite ban

A University of North Carolina Charlotte administrator who was secretly recorded admitting to finding ways to advance diversity, equity and inclusion ideology despite a ban on the ideology is no longer employed.

Accuracy in Media released a video of Janique Sanders on May 28 telling undercover journalists she and other university officials have “renamed,” “reorganized” and “recalibrated” to continue pushing DEI ideology.

Her comments seemed to contrast with a one-year-old University of North Carolina Board of Governors ban on DEI offices and programs systemwide.

“If you’re looking for an outward DEI position, it’s not going to happen,” she said on the edited video. “But if you are interested in doing work that is covert, there are opportunities.”

In a statement to *The College Fix* on Wednesday, UNCC’s spokesperson Christy Jackson said the “employee’s statements were inaccurate and do not reflect the University’s actions.”

“…The individual featured in the video had no policymaking authority, no role in compliance matters and was not authorized to speak on these issues. Following an internal review, the individual is no longer employed by UNC Charlotte,” Jackson said via email.

Also this week, a University of North Carolina Asheville administrator who was caught in another Accuracy in Media undercover video investigation admitting she breaks the rules to advance diversity, equity and inclusion is no longer employed.

UNCA Dean of Students Megan Pugh is seen on camera talking to an unknown person whom Accuracy in Media identifies as its “hidden-camera undercover investigator.” Pugh says regarding DEI work she has got to “keep it quiet” and responded that “I love breaking rules” when asked if she keeps doing it on the “down-low.”

A campus spokesperson told *The Fix* on Tuesday that Pugh no longer works for the university.

According to AIM, a conservative advocacy group, “Administrators at a half dozen North Carolina universities were caught on hidden-camera bragging about continuing to push Diversity, Equity and Inclusion programs in defiance of the Board of Governors’ ban.”

Asked by *The Fix* what other universities are involved in the overall probe and when the rest of the videos are scheduled to be released, AIM President Adam Guillette declined to provide specifics.

“If you’re a radical political activist hiding behind a university business card, we will expose you. There are more investigations to come from North Carolina and many other states,” he said via email.

He said the videos were filmed during the 2024-25 school year.

“The administrators seemingly thought they were talking to a fellow radical,” Guillette told *The Fix*.

UNC Charlotte officials will review the incident, Jackson told *The Fix.*

“UNC Charlotte takes the statements and assertions made by the former employee seriously. The University, led by the Division of Student Affairs in partnership with the Office of Legal Affairs, will conduct a swift and thorough review to ensure all employees understand and are adhering to applicable policies and laws,” she said.

Several Board of Governors members did not respond to a request from *The Fix* this week seeking comment.

Senior Adviser at Accuracy in Media, education watchdog Corey DeAngelis, wrote on X that the university’s statement came less than a day after he released the undercover footage. The university also removed Sanders’s profile from its website, which previously stated that she is “dedicated to advancing equity.”

In the video, Guillette confronted UNCC’s Vice Chancellor for Academic Affairs, Jennifer Troyer, asking her to respond to Sanders’s comments. Troyer refused to comment. She reportedly deleted her X account after the incident.

The Fix contacted Troyer for a comment, but did not receive a response.

Senior Associate Provost Lee Gray also appeared in the video, refusing to talk to Guillette. *The Fix* contacted Gray, but he also did not respond.

Woody White, one of the members of the UNC Board of Directors, responded to the recent report by saying that “this is disappointing to see,” considering that he was reportedly very involved in repealing the DEI initiatives.

“I will be asking our system office to make a formal inquiry about the things said in this video, and expect that UNC Charlotte will be forthcoming in a response,” he wrote on X.

Guillette responded to White on X by stating that his organization found out that “five additional North Carolina universities” were opposing the DEI ban.

Guillette confirmed to *The Fix* the organization plans to expose more universities. He did not say, however, what other campuses are part of the probe and when the other videos will be released.

“Our goal is major reform of corrupted institutions. Higher education should focus on education rather than indoctrination,” he told *The Fix*. “To truly achieve this mission, the Board of Governors needs to make changes at the top and the legislature must also offer leadership.”